



**YWCA Greenwich
Testimony on SB 1178
An Act Expanding Connecticut Paid Sick Days
Committee on Labor and Public Employees
March 9, 2023**

Co-Chairs Kushner and Sanchez, Ranking Members Sampson and Ackert, and members of the Labor and Public Employees Committee:

Thank you for your consideration of **SB 1178, an act expanding paid sick days** in Connecticut. This bill is important to YWCA Greenwich's mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all.

A particular flaw of Connecticut's current paid sick leave policy is that it is applicable only to 'service workers' for larger employers – specifically, those of 50 or more employees. Clearly, this neglects a sizable portion of the workforce and penalizes those working at a small business or who aren't categorized as a 'service worker'. This can have disproportionate effects at the intersection of race and gender – one example being domestic workers who are often women of color. Furthermore, there is an unreasonable waiting period and time threshold of 680 hours to be worked before having the opportunity to access paid sick leave. This arbitrary barrier is unwarranted and negatively affects people with multiple jobs or those who have just entered the workforce. Altogether, Connecticut's current policy excludes nearly 90% of the workforce in the state from accessing paid sick days.

Not surprisingly, then, there has been a recent decrease in Connecticut's labor force participation rate, according to research by Connecticut Voices for Children. Currently, workers are often faced with the decision of leaving the workforce for personal or family-related emergencies due to not having the option of paid sick leave. SB 1178 provides an inclusive solution to these issues, allowing workers to use paid sick days to care for any individual related to them by blood or affinity who is the equivalent of family – an important distinction particularly for LGBTQ+ families.

We thank the committee for the opportunity to provide written testimony. **YWCA Greenwich strongly supports SB 1178 and we urge you to pass it.**

Thank you for your consideration.

Sincerely,

YWCA GREENWICH

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